

WFIU-FM/WTIU-TV

Annual EEO Public File Report

April 1, 2019

The purpose of this EEO Public File Report is to comply with Section 73.2080(c)(6) of the FCC's EEO Rule. This Report has been prepared on behalf of the Station Employment Unit that is comprised of the following stations: WFIU-FM and WTIU-TV, Bloomington, IN; W236AE-FX, Terre Haute, IN; W264AL-FX, Columbus, IN; W291AM-FX, Kokomo, IN; W269BU-FX, French Lick/West Baden Springs, IN; and W255BG-FX, Greensburg, IN. This Report is required to be placed in the public inspection files of these stations, and posted on their websites.

The information contained in this Report covers the time period beginning April 1, 2018 to and including March 31, 2019 (the "Applicable Period").

The FCC's 2002 EEO Rule requires that this Report contain the following information:

1. A list of all full-time vacancies filled by the stations comprising the Station Employment Unit during the Applicable Period (Appendix 1);
2. For each such vacancy, the recruitment sources utilized to fill the vacancy (including, if applicable, organizations entitled to notification pursuant to Section 73.2080(c)(1)(ii) of the new EEO Rule, which should be separately identified), identified by name, address, contact person and telephone number (Appendix 2);
3. The recruitment source that referred the hiree for each full-time vacancy during the Applicable Period (Appendix 1);
4. Data reflecting the total number of persons interviewed for full-time vacancies during the Applicable Period and the total number of interviewees referred by each recruitment source utilized in connection with such vacancies (Appendix 1 and 2); and
5. A list and brief description of the initiatives undertaken pursuant to Section 73.2080(c)(2) of the FCC rules (Appendix 3).

Appendices 1, 2 and 3, which follow, have been designed, in the aggregate, to provide the required information. Please note that the numbers listed on Appendix 2 under the column entitled "Full-time Positions for Which This Source Was Utilized" refer to the number of the full-time job positions listed on Appendix 1.

For purposes of this Report, a vacancy was deemed "filled" not when the offer was extended but when the hiree accepted the job offer. A person was deemed "interviewed" whether he or she was interviewed in person or over the telephone.

Appendix 1
Annual EEO Public File Report
Covering the Period from April 1, 2018 to March 31, 2019
Stations Comprising Station Employment Unit: WFIU-FM and WTIU-TV

Section 1. Vacancy Information

Full-time Positions Filled by Position Number and Job Title		Total # of Interviewees from All Sources for This Position
	Recruitment Source of Hiree	
00004125 EP-Chief Videographer/Editor	Corporation for Public Broadcasting (CPB)	5
00005542 MB-Membership Services Coordinator	Other Media Source: Indeed	4
00042128 NW-Multi-media Journalist/Anchor	IU Employee Referral	1
00045302 NW-Multimedia News Journalist/Anchor	Other Media Source: Indeed	2
TOTAL NUMBER OF PERSONS INTERVIEWED DURING APPLICABLE PERIOD:		12

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STATIONS COMPRISING STATEMENT EMPLOYMENT UNIT: WFU-FM AND WTU-TV

UPDATED 3/20/19 SECTION 2: RECRUITMENT SOURCE INFORMATION				Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source	email address 1	email address 2				
AAJA Atlanta						
Asian American Journalists Association	national@aaaja.org			http://www.aaaja.org/membership/chapters/		3
Jacqueline S Howard, President Media Coordinator CNN	jacqueline.s.howard@gmail.com					3
Chicago Erin Chan Ding Freelancer	erinchandling@gmail.com					2
Denver Gil Asakawa, President Manager of Student Media, University of Colorado	gilasakawa@gmail.com					2
Florida Valerie Boey, President Reporter WOFL-TV (Fox 35)	valerie@boey.com					3
Hawaii Jason Ubay, President Managing Editor, Hawaii Business	jason.ubay@gmail.com					3
Los Angeles Henry Fuhrmann, President	henny.fuhrmann56@gmail.com					3
Michigan Anjana Schroeder, President	anjanaschroeder@gmail.com					3
Minnesota Nancy Yang	nancy.c.yang@gmail.com					3
New England Susan Choi, President Freelance Photojournalist	choi_susan@hotmail.com					3

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SECTION 2: RECRUITMENT SOURCE INFORMATION		email address 1	email address 2	Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
AAJA New York Philip Yam, President online Managing Editor, Scientific American		pyam2006@gmail.com ;				3
AAJA North Carolina Vicky Janowski, President Editor, Greater Wilmington Business Journal		vickyckenrode@yahoo.com ;				3
AAJA Philadelphia Julie Shaw, President Reporter, Philadelphia Daily News		julie_shaw_ny@hotmail.com ;				3
AAJA Portland Nicole Dungca, President		ndungca@gmail.com ;				3
AAJA Sacramento Sandy Louey, President		slouey@juno.com ;				3
AAJA San Francisco Bay Area Donna Tam, President Staff Writer, CNET News		donna.v.tam@gmail.com ;				3
AAJA Seattle AAJA Texas		aalaseattle@gmail.com ;				3
Alanna Quillen, President Reporter, KTVE/KARD		alanna.quillen@gmail.com ;				3
AAJA Washington D.C. Seung Min Kim, President Congressional Reporter, Politico American University School of Communication - jobs.current.org		seungmin.kim1@gmail.com ;				3
Apostolic Lighthouse Assembly Anthony Thompson pastor 850 E. Winslow Rd. Bloomington IN 47401 812-339-3306		news@current.org		www.current.org		2
						1

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SECTION 2: RECRUITMENT SOURCE INFORMATION		Email Sent	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source	email address 1	Email Sent	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
AWC A Association for Women in Communications						3
AWC Chicago Chapter Karen Warlin, Chapter President	chicagoawc@gmail.com					3
AWC Des Moines Great Des Moines Chapter Kathy Holdefer, Membership	kholdefer@hotmail.com					3
AWC Detroit Chapter Laura Oliveto, President	info@womcomdetroit.org					3
AWC Illinois Bloomington/Normal Chapter Rachel Hatch, Chapter President	rkatch@ilstu.edu					3
AWC Lafayette (Purdue) Chapter Greater Lafayette Chapter Angela Roberts, President	akroberts@purdue.edu					3
AWC New Jersey Chapter	ybigornia@metlife.com					3
AWC Santa Barbara Chapter Lynn Jones	lynn@lynnkjones.com					3
AWC Seattle Chapter Eva Chiu	echiu@infoadvantage.com					3
AWC Springfield Missouri Chapter Michele Kauffman, President	michele@a-v-p.com					3
AWC Topeka Chapter Lauren Tice	lrtice@gmail.com					3
AWC Washington D.C. Chapter Dara Kahn Peskin, Chapter President	darakahnpeskin@gmail.com					3

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SECTION 2: RECRUITMENT SOURCE INFORMATION			Email Sent	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source	email address 1	email address 2					
Bethel AME Church 302 N Rogers Street Bloomington, IN 47404 (812) 334-3216 Pastor D. Laffoon	laffoonministry@gmail.com						4
Black Film Center/Archive Michael T. Martin, Ph.D. Director Wells Library, Room 044 1320 East Tenth Street Indiana University Bloomington, IN 47405	bfea@indiana.edu						4
Chips Quinn Scholars Listserve Contact: Michelle Hedenskoog: mhedenskoog@freedomforum.org Chronicle of Higher Education Corporation for Public Broadcasting (CPB) 401 Ninth Street, NW Washington, DC 20004-2129 202-879-9600					http://www.facebook.com/pages/Chips-Quinn-Scholars-Program/344506078926 https://chroniclevitae.com/jobs	2	1
CSUN Latino Journalists Freedom Forum Michelle Hedenskoog Greater Public (formerly DEI)	csunlatinojournalists@gmail.com mhedenskoog@freedomforum.org				www.cpb.org/jobline/listing http://www.networksite.org DO NOT SEND: Human Resources sends for PA3 and above. higherjobs.com	1	1
HigherEdJobs.com Hocking College Alan Jones, Sr Employment Advisor 3301 Hocking Parkway Nelsonville, OH 45764 740-753-3591 Toll Free: 877-462-5464 Fax 740-753-7065 Indiana Black Expo, Inc 3145 N. Meridian St. Indianapolis IN 46208 317-925-2702	jonesa@hocking.edu	tompkins@hocking.edu			jonesa@hocking.edu		2
Indiana Broadcasters Association (INDBA) 3003 East 98th Street Indianapolis IN 46280 800-342-6276	communications@indianablackexpo.com INDBA@aol.com	tfisher@indianablackexpo.com			http://www.indianabroadcasters.org		2
							4

X:\FINANCIAL\Inspection File Folder\EEO Recruitment Resources List\April 2019\2019 EEO Recruitment Resources List FINAL.xlsx

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SECTION 2: RECRUITMENT SOURCE INFORMATION		Email Sent		Email Sent		Web Site	Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source	email address 1	email address 2						
Indiana Public Media/WTUI-WFUI						DO NOT SEND: Sent a direction of Business Office http://indianapublicmedia.org		3
Indiana University - Asian Culture Center Melanie Castillo-Cullather, Director 807 E. 10th St Bloomington IN 47405 812-856-5361								
Indiana University - Asian Student Union	Mcullath@indiana.edu ;	acc@indiana.edu ;						2
Indiana University - Black Student Union	asu.indiana@gmail.com ;							2
Eric E. Williams, Advisor								
Indiana University - Human Resources (PeopleAdmin)	ericwill@indiana.edu ;							2
Employment Opportunities Web Site								
University Human Resources Services								
Poplars E165								
Bloomington, IN 47405								
812-855-2172						https://jobs.iu.edu/	4	4
Indiana University - Latino Graduate Student Association (LGSA)	lgsa@indiana.edu ;							4
Indiana University - Latinos Unidos of Indiana University (LUIU)								
Indiana University								
Bloomington, IN 47405	luiu@indiana.edu ;							4
Indiana University - Office of Diversity, Equity & Multicultural Affairs (DEMA) Bloomington Campus								
Ochmaa Escue								
Bryan Hall 200								
Bloomington, IN 47405								
812-855-4613	dema@indiana.edu ;							3
Indiana University - Purdue University at Indianapolis								
Office of Diversity, Equity & Inclusion (DEI)								
Karen Dace, PhD., Vice-Chancellor for Diversity Equity and Inclusion (DEI)								
355 N Lansing Street AO110								
Indianapolis IN 46202-2896								
317-278-3820	kdace@iupui.edu ;							4

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SECTION 2: RECRUITMENT SOURCE INFORMATION			Web Site	Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source	email address 1	email address 2			
Indiana University - Purdue University at Indianapolis Multicultural Success Center Khaliah Shabazz, Director Indianapolis, IN 46202 317-274-2815	shabazzk@iupui.edu;				4
Indiana University Media School Laura Fonseca Career Advisor	lfonseca@indiana.edu;				3
Indianapolis Recorder Shannon Williams, President & General Manager 2901 Tacoma Ave. Indianapolis IN 46218 317-924-5143	Shannonw@indvrecorder.com; rogerrhodes1@msn.com;	newsroom@indvrecorder.com;			2
IPBS					2
IPBS Programming, Traffic, Operations Listserv	jobs-traffic@googlegroups.com;				1
IvyTech College Journalismjobs.com	kanderso@ivytech.edu;		https://bloomington-ivytech-csm-symlicity.com/employers/index.php? ksl=1 &s=jobs&ss+jobs&mode=list journalismjobs.com		4
LaCasa Indiana University Latino Cultural Center Lillian Casillas, Director 715 E 7th St Bloomington, IN 47408 812-855-0174	lacasa@indiana.edu;				2
List Net Job Jobs in Indiana website Maynard Institute Elizabeth Pinio, Contact 510-891-9202	epinio@mije.org;		listnetjob.com		4
NAACP Monroe County Branch Clarence Gilliam, President P O Box 243 Bloomington IN 47402 812-332-1513			http://mije.org.job		1
					2

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SECTION 2: RECRUITMENT SOURCE INFORMATION				Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source	email address 1	email address 2	Web Site		
NABJ A National Association of Black Journalists					1
NABJ Bail State	ballstatabj@gmail.com		http://www.nabj.org/?page=joblistings		3
Chicago Kathy Chaney, President	kp_chaney@yahoo.com		www.nabchicago.org		3
NABJ Columbus Association of Black Journalists (CABJ) Cecil Jones, President Worthington OH	cjonesmba@aol.com				3
NABJ Columbus Association of Black Journalists (CABJ) P O Box 1924 Columbus IN 43216	felixhoover@sbcglobal.net				3
NABJ Dayton Greater Dayton Association of Black Journalists (GDABJ) P O Box 1091 Dayton, OH 45401 (GDABJ)	gdabj@aol.com		www.gdabj.com		3
NABJ Detroit NABJ Chapter President, Vickie Thomas City Beat Reporter WWJ/CBS Radio-Detroit Southfield, MI 313-300-2807	vbthomas@cbs.com				3

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Recruitment Source	email address 1	email address 2			
NABJ IU NABJ Chapter India Jackson	indjack@indiana.edu				3
NABJ Northwestern University Chapter Charles Whitaker, Advisor	c-whitaker@northwestern.edu				3
NABJ Joan (Pittman) Burcher Ohio University	pittmanc@ohio.edu	ks119707@ohio.edu			3
NABJ University of Illinois at Urbana-Champaign Chapter	nabjuof@gmail.com				3
NABJ University of Louisville Association of Black Journalists Dana Seay, Advisor	diseav01@louisville.edu	ul.nabj@gmail.com			3
National Association of Hispanic Journalists contact: Nicole Chavez	nnicole.ch@gmail.com				3
National Association of Hispanic Journalists Washington DC Chapter	nahidc@gmail.com				2
National Educational Telecommunications Association	maryanne@netaonline.org		http://www.netaonline.org/jobs.htm		2
National Television Academy of Television Arts & Sciences (NTA) 3487 Center Road Brunswick, OH 44212 Fax 330-220-7914	emmysuncst@aol.com		http://jobbank.emmyonline.org/		1
NLGIA A National Lesbians and Gay Journalists Assn					1
NLGIA Arizona Joe Hengemuehler, Chapter President	az@nlgia.org				1
NLGIA Arizona State University Robert Soares, Chapter President	asu@nlgia.org				1

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Recruitment Source	email address 1	email address 2	email address 3			
NLGJA Boston						
Robert David Sullivan, Chapter President	boston@nlgia.org					1
NLGJA California						
Northern California Chapter						
Maria De La O, Chapter Co-President	norcal@nlgia.org					1
NLGJA Chicago						
Sean Lewis, Chapter President	chicago@nlgia.org					1
NLGJA Columbia University						
Claire Pires, Chapter President	culgia@nlgia.org					1
NLGJA Georgia						
Holly Crenshaw, Chapter President	ga@nlgia.org					1
NLGJA Los Angeles						
Greg Hernandez, Chapter President	la@nlgia.org					1
NLGJA New York						
Patrick Henderson, Chapter President	ny@nlgia.org					1
NLGJA Northwestern University						
Sammy Caiola, Chapter Co-President	nwu@nlgia.org					1
NLGJA Online Only						
Joe Mirabells, At-Large Chapter President	at-large@nlgia.org					1
NLGJA Philadelphia						
Eric Walter, Chapter President	philly@nlgia.org					1
NLGJA Washington, D.C.						
Curtis Tate, Chapter President	dc@nlgia.org					1
Northwestern Medill-Northwestern Journalism Institute	medilcareerservices@northwestern.edu			http://medill-northwestern-csm.symplicity.com/employers		3

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Recruitment Source	email address 1	email address 2	email address 3			
Public Broadcasting Service Connect PBS Connect/Forums/Systemwide Information/Job Board						
Public Broadcasting Service Alexandria, VA 22314-1698						
703-739-5000	mypbs.org					
Public Radio Assoc of Development Officers (PRADO)				http://connect.pbs.org		2
Public Radio in Mid-America (PRIMA) email job listing to dan skinner @ku				PRADO-request@listserv.syr.edu		2
Kansas Public Radio	skinner@ku.edu			www.prima.org; http://www.prima.org/about		
Public Radio Professionals (PubRad)	pubradio@lists.pubradio.org			PRIMA/job listings.html		2
Public Radio Program Director's Association (PRPD)						1
RTVS List Serve				http://prpd.org/toomenu/joblistings.aspx		1
Rose-Hulman Institute of Technology Kathy Kassissieh				DO NOT SEND: Sent by Business Office		4
Asst. Director of Career Services 5500 Wabash Ave. Terre Haute, IN 47803						
812-877-8652	kassissi@rose-hulman.edu					2
Society of Broadcast Engineers, Inc. 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260						
317-846-9000						
Society of Environmental Journalists	cmac@sei.org			http://www.sbe.org		1
South Asian Journalists Association Washington, D.C.						1
Amita Parashar	amita.parashar@gmail.com					
South Asian Journalists Association New York						3
Aseem Chhabra	chhabas@aol.com					
South Asian Journalists Association Toronto						3
Aparita Bhandari	apartita@gmail.com					
ThinkTV	gmacnight@thinktv.org					3
TV Jobs Web Site	admin@tvjobs.com			http://www.tvjobs.com		3
TVJOBS Broadcast Employment Services						2
OTHER RESOURCE IDEAS						0

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SECTION 2: RECRUITMENT SOURCE INFORMATION			email address 1	email address 2	Web Site	Total # of Interviews This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source							
Airmedia					Airmedia.org		0
Business Colleagues							0
CAB (Community Advisory Board)							0
Chronicle of Higher Education					Chroniclevitae.com/jobs		0
IPBS (Indiana Public Broadcasting Group) Connections							0
Indy Star Website							0
		eg,					0
		Indeed.com					
		CareerBuilder (\$\$\$ listing)					
		Glass Door					
		Monster					
Job Recruitment Sites					Indeed.com	4	1
Journalismjobs.com					journalismjobs.com		0
Linked in							0
Livingston Associates							0
Memchat@yahoogroups.com					Hire.jobvite.com		0
OTHERS							2
Pledgechat@yahoogroups.com							1
Public Media Journalists							1
							0
Recruiters		Examples Sarah Cady Informatics					1
		Twitter & Facebook: WFUI & WTUJ Facebook Groups: NPR Station Social; PBS Social Hub; Public Media Women In Leadership; Yppublicmedia; Public Media Millennials Mizzoumafireporters Public Media Journalists					
social media: (Twitter, linkedIn, yahoo, facebook)					EG., #thinkpublicmedia		4
Word of Mouth/ IU Employee Referral						3	2

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SECTION 2: RECRUITMENT SOURCE INFORMATION						Total # of Interviewees This Source Provided During This Period (if any)	Full-time Positions for Which This Source Was Utilized
Recruitment Source	email address 1	email address 2	Web Site				
						12	277
TOTAL							

Appendix 3
Annual EEO Public File Report
Covering the Period from April 1, 2018 to March 31, 2019
Stations Comprising Station Employment Unit: WFIU-FM and WTIU-TV

Section 3: Supplemental (Non-vacancy Specific) Recruitment Activities Undertaken by WFIU-FM and WTIU-TV

1) Participation in and/or co-sponsorship of job fairs:

April 5, 2018 – Ivy Tech Career Expo 2018
April 17, 2018 – IU Part-Time Jobs Fair
April 18, 2018 – Rose Hulman Spring Career Fair
March 26, 2019 - IU Summer Jobs & Internship Fair

2) Participation in an internship program for students and establishment of internship programs for members of the community interested in broadcasting:

Indiana University/Bloomington – Student Involvement Program
Indiana University College of Arts & Sciences Walter Center for Career Advancement
Indiana University Media School/Journalism internship program
Indiana University Media School Class MSCH-X476: WTIU Production Workshop
Indiana University School of Public & Environmental Affairs (SPEA) Internship Program
Volunteer/Internships through web site www.IndianaPublicMedia.org/about/jobs/

3) Provision for EEO/nondiscrimination training to management level personnel:

Station employees that supervise at least one employee are required to complete Indiana University's Human Resources Legal Compliance Training Series.

All Station employees are required to complete the CPB annual harassment prevention training.

4) Listing of all upper-level job openings with a media trade group with a broad-based membership:

All upper-level job openings were posted on the Indiana Broadcasters Association's web site's job bank. The mission of the IBA is to promote cooperation and understanding among broadcasters, as well as among businesses and other organizations associated with the broadcast industry; to foster and promote the development of the art of broadcasting; to encourage and promote customs and practices which will be in the best interests of the public and the broadcasting industry; to act as a contact with other broadcast associations.

5) Listing on Websites, Facebook, Twitter and Other Social Media:

In addition to all of our other recruitment efforts, we take advantage of the numerous websites that provide free and paid listings of jobs in broadcasting. These websites include, but are not limited to:

Chronicle of Higher Education
Corporation for Public Broadcasting Jobline (CPB)
Indiana Broadcasters Association
National Academy of Television Arts & Sciences Website
National Educational Telecommunications Association
Public Broadcasting Service (mypbs.org)

We also utilized social media including, but not limited to - blogs, chat groups, Facebook, twitter, yahoo, CareerBuilder, Indeed.com and linked-in when appropriate. In the time period covered by this report we used Facebook groups including, but not limited to:

Mizzoumafiareporters
Municipal Media Millennials
Public Media Journalists
Public Media Women in Leadership
WFIU & WTIU
YPpublicmedia